

A Multicultural Personality That Must Be Owned by Police Members

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Abstract

The police, a civil public institution, regulate order and law, with a historically militaristic aspect in Indonesia. Serving as investigators, their role has evolved to foster public security, reducing crime rates within jurisdictions. Police assist communities by addressing security issues, providing emergency aid, and ensuring compliance with local regulations. The police's effectiveness is enhanced through community policing, fostering collaboration and trust, crucial for conflict resolution. The National Police faces challenges due to limited resources, necessitating community involvement for stability. Cultural awareness training and multicultural interaction further equip officers to handle diverse societal needs. Despite these efforts, maintaining public order and adherence to legal frameworks remains complex. Regional autonomy grants local governments more regulatory power, highlighting the police's role in managing community conflicts and societal order. The integration of a multicultural personality within police training emphasizes ethical conduct and effective community engagement, crucial for addressing stress and fostering harmonious relations. As the police navigate increasing societal diversity, ongoing collaboration with communities and adherence to professional standards are vital for sustaining public safety and order.

Keywords: Public Security, Community Policing, Multicultural Awareness

Introduction

The police is a civil public institution that regulates order and law. Sometimes this institution is militaristic, as in Indonesia before the National Police was released from the ABRI. The police in the court environment serve as investigators. According to Soebroto Brotodiredjo, the term police comes from the Ancient Greece term "politeia" which means the government of a polis or city. W.J.S.

Poerwadarminta, gives meaning to the word police as a government agency tasked with maintaining security and public order such as arresting people who violate the law or state employees who are tasked with maintaining security (Muhammad Arif, 2021).

The role of the Police in fostering public security and order has been maximized due to the reduction in the number of crimes that occur in the jurisdiction of the Pidie Police (Salim et al., 2024). They also often help the community overcome security issues, provide assistance in emergency situations, and provide services to the community. They provide assistance, protection, and protection to victims of crime and assist in emergency situations. (Pratama et al., 2023). The police have an important role in society to ensure that their existence is not only as law enforcers who are independent of the citizens, but also as part of the community who are responsible for the needs and general security of the community in general appear to be compliant with the various regulations that have been implemented by the agency, both in terms of environmental management, an important role in creating order and community compliance with local regulations (MASYSYATH et al., 2023). The Police, together with other members of the community, carry out preventive efforts, namely preventing crimes with community participation and prioritizing the development of community potential developed through community policing as a form of community participation in realizing a sense of security in the environment (Salim et al., 2024).

The challenge of the police as an authorized institution in protecting, protecting, and serving the community in the future, which of course is increasingly complex, must be supported by cooperation with outside parties and the community to create stability in the community considering the limitations of the police force itself (Ismail, Indra P P Salmon, Hariyanto, 2022). Police officers will be better equipped to deal with cultural differences if they receive frequent cultural awareness training. Close interaction with multicultural communities also fosters

the trust and collaboration necessary for successful conflict resolution, in addition to supporting initiatives aimed at preventing conflict (Inayatul & Jepri, 2023). The National Police is considered to be able to cooperate with the community to maintain order, peace, and norms that apply in the community. This is because the community also expects these norms to be complied with (Salim et al., 2024). The National Police of the Republic of Indonesia has limitations, both in terms of the availability of personnel, equipment and operational budget, therefore the involvement of the community itself in the creation of security and public order is needed. Reflecting on the duties and roles of the state in protecting all its citizens, in the terminology of state government anywhere in the world. providing civil services (Civil Service), providing public services (Public Service) and providing strengthening community empowerment (Empowering) through its policy policies. Every citizen with his or her position in the law and government, is obliged to uphold the law and government without exception (Article 27 paragraph (1) of the Constitution of the Unitary State of the Republic of Indonesia (Constitution of the Republic of Indonesia in 1945) (Muhammad Arif, 2021). Interaction between the Police and the community is also carried out informally, namely the interaction that exists between the Police and the community in the Police who live side by side with the community. For example, such as a police housing complex that is adjacent to the community in a village. Social interactions that occur are usually due to necessity, not interactions like with ordinary people. Based on empirical facts from the results of research at the Police complex in Ciracas, informal social interaction occurs because there is a partnership relationship between sellers and buyers (Nova et al., 2021). The condition of Indonesia, which is full of multicultural differences in religion, ethnicity, culture, customs, and several other things, is the responsibility of all stakeholders in Indonesia, especially the Police (Rebekka Artauli Lumbantobing et al., 2021).

Every action of the state or society must be based on the applicable legal rules. Therefore, the law should be used as a framework to regulate and solve various problems in running the wheels of society, nation and state life (Wahyudi et al., 2024). The police, as an institution established to carry out this task, carries a great burden of responsibility from the community. The professional code of ethics of the National Police of the Republic of Indonesia is basically a guide for all police function actors in carrying out their duties in accordance with the applicable laws and regulations in their territory. Therefore, the professional code of ethics plays an important role in realizing police professionalism. The National Police Chief has released a number of policies to improve the performance and quality of public services. One of the steps taken is to require the National Police to have and implement Standard Operating Procedures (SOPs). The SOP serves as a guideline in the implementation of tasks in accordance with the function and as a tool for assessing the performance of government agencies, by using technical, administrative, and procedural indicators that are in accordance with work procedures, work procedures, and work systems in related units. The purpose of SOPs is to create responsibilities related to the tasks carried out by government agency work units, in order to realize Good Governance. SOPs are not only internal, but also external, because SOPs can be used to measure responsiveness, responsibility, and accountability for the performance of government agencies (Destiani et al., 2023).

An orderly and safe life is the hope for every community, in carrying out daily activities without any interference from any party. A safe and orderly community environment is one of the indicators of welfare in society and can create a good life. Human beings as social beings have needs that must be met in their lives such as the need for clothing, food, security, recognition by others, and self-actualization. Such as the need for a sense of security, both physical and spiritual security, both from within a person himself and from the outside, such as the

environment, nature that must be fulfilled by the Police, in this case, its position in the middle of the community environment has an important role to create a better relationship between the Police and the community. With the *partnership building* method as a step to increase community participation in maintaining public security and order (Kamtibmas), the National Police is swiftly structuring the organization, one of which is developing community *policing* (Amri, 2023).

No country is without a police, even though its duties and functions vary from country to country (Herman et al., 2024). The authority to act based on the law is in essence considered contrary to the granting of discretion to the Police. Discretion, on the one hand, is considered to negate certainty of something that will happen, on the other hand, it guarantees legal certainty to be one of the functions of law. Discretionary actions decided by the Police in dealing with legal issues in the field directly at that moment and without asking for instructions or decisions from their superiors are discretionary in nature (Adnyani, 2021). Efforts to maintain public peace and order are carried out in the form of policies issued by Regional Heads in the form of Regional Regulations (Perda), Regional Head Regulations (Perkada), Regional Head Decrees and actions taken in urgent circumstances. Based on the Regional Regulation and Regulation, in order to maintain the existence of the implementation of public order and peace, as well as to carry out community protection, the Regional Government's task is mandated to the Pamong Praja Police Unit (Satpol PP) in the area concerned which is the starting point for coaching steps, in this case preventive for the community (Yushantini, 2020).

Literature Review

no	Heading	Writer	Year	Purpose	conclusion
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1.	<p>PERANAN POLISI DALAM PEMBINAAN KEAMANAN DAN KETERTIBAN MASYARAKAT (Studi Penelitian Di Kepolisian Resor Pidie)</p>	<p>mursal, Ibnu Affan, Mukidi</p>	<p>2024</p>	<p>The National Police as part of a state institution that functions in the field of public security and order, law enforcement, protection, protection and service to the community, which in building itself must always be in line with the national development agenda. The police in dealing with the community must be friendly and act wisely. To criminals, they must always be vigilant. It is not uncommon for police officers who serve as law enforcers, to be on the verge of danger to their lives or at least injuries to the body.</p>	<p>The Role of Policy in Peacebuilding and order community has been maximized because of the reduction in the number of crimes that occur in the jurisdiction of the Police Pidie. In addition, It has been seen that there is a security and environmental order system at the village level that There is a jurisdiction Pidie Police. Even Environmental Safety System (Siskamling) that has been implemented and almost in several villages there has been a Siskamling. Existence of a security and order system The community that adequate, indicating that the</p>
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					crime rates in the jurisdiction of the Pidie Police.
2.	Peran Polres Magelang pada Penanganan Kasus Klitih Dalam Menjaga Keamanan Nasional	Robbyanandri Pratama, Siswo Hadi Sumantri, Pujo Widodo	2023	National security is one of the most important aspects in maintaining the stability and welfare of a country. Every country has a responsibility to protect its people from threats and crimes that can disrupt peace and order.	The Magelang Police can identify the applicable positive law and study the effectiveness of legal policies that has been implemented. The Magelang Police can also involve a preventive and repressive approach in handling klitih case. A preventive approach involves Prevention Efforts before the occurrence of crimes, such as socialization, education and strengthening of social structures.
3.	ANALISIS OPERASIONAL DINAS SATUAN POLISI PAMONG PRAJA DALAM MENEGAKKAN KETERTIBAN DAN KEPATUHAN TERHADAP PERATURAN DAERAH KABUPATEN	HASAN MASYSYAT, UMAR, HUSNI	2023	In the era of increasingly strengthened regional autonomy, local governments have greater responsibility in regulating and managing people's lives at the local level. One of the legal instruments that is the basis for the implementation of	The level of community compliance is quite good in complying with local regulations. The community is always enthusiastic about participating in socialization and Regional Regulation Campaign Implemented by

	SUMBAWA BARAT			regional autonomy is the Regional Regulation (Perda). Regional regulations cover various aspects of people's lives, such as spatial planning, the environment.	Pamong Praja Police Unit.
4.	PEMOLISIAN MASYARAKAT DI ERA DEMOKRASI	Ismail, Indra P P Salmon, Hariyanto, Ihsan Rahmat, M. Hilmy Aziz	2022	<p>In the era of democracy and people's freedom (both in opinion or attitude), the National Police faces a complex problem that is not only with regard to the problem of crime and security in society,</p> <p>But various problems such as public order disturbances and disputes community (in fact, it is not uncommon for conflicts between indigenous tribes to occur),</p> <p>which then demanded a complete settlement. On the other hand,</p> <p>solutions offered by the National Police are sometimes unable to solve</p>	<p>Political reform is basically providing a heavy burden for the National Police, as well as the existence of legal reform that has given birth to a shift in the legal system, which often not realized by the National Police and other law enforcement officials.</p>

				problems completely or even contradict the aspirations of the parties who are in dispute.	
5.	TUGAS DAN FUNGSI KEPOLISIAN DALAM PERANNYA SEBAGAI PENEGAK HUKUM MENURUT UNDANG-UNDANG NOMOR 2 TAHUN 2002 TENTANG KEPOLISIAN	Muhammad Arif	2021	In prescriptive, legal science studies the purpose of law, the values of justice in a law, the good and bad of a legal rule, legal concepts and norms. While in applied science, law establishes a procedure, provisions and limitations in enforcing a legal rule.	This legal research is legal research normative (legal research) usually "only" is a document study, i.e. using secondary data sources in the form of Laws and regulations, judicial decisions, legal theories and the opinions of the bachelor. That is also why qualitative analysis is used because the data is qualitative. In legal research normative will review positive legal norms in the form of laws and regulations related to the Duties and Functions of the Police in His role as Law Enforcement According to Law Number 2 of 2002 concerning the Police.

6.	Strategi Kepolisian Republik Indonesia dalam Menangani Konflik Majemuk Berbasis Multikultural	Inayatul Mutmainnah, Jepri Utomo	2023	Social conflicts can be caused by hoaxes, hate speech, and slander (Utama, 2023), conflicts wrapped in social identity labels such as religion, race, ideology, and other characteristics. This cannot be ignored, let alone considered unimportant, because it will cause disputes and disintegration of Indonesia society if left unchecked. exist	The National Police must train its members in cultural sensitivity b using strategies comprehensive. In addition to training materials, it also consists of studies real-world cases, creative thinking, and continuing education. Increasing the psychological support provided to staff members is necessary to ensure the maximum adoption and implementation of this training.
7.	Pembelaan Diri Terhadap Pelaku Kejahatan: Telaah Yuridis Terkini atas Diskresi Kepolisian	Herman, Patahillah Asba, Iswandy Rani Saputra	2024	To realize internal security which includes the maintenance of public security and order, order and law enforcement, the implementation of protection, protection, and services to the community, as well as the development of community peace by upholding human rights.	The police are authorized to take action firmly, including shots that can paralyze the perpetrator, if the perpetrator's actions can be harmful members of the police or the community.
8.	Police Goes To School Sebagai	Rebekka Artauli	2021	The view of multiculturalism is	Multicultural,

	Bentuk Urgensi Pendidikan Multikulturalisme Polda Kalteng Rebekka	Lumbantobing		Facing the community is that the community has a culture that applies to the public in the community The The pattern resembles a mosaic.	Formation of perception general experience of the type of cultural identity, language of religion, age, race, gender, socio-economic status and with special needs.
9.	POLA INTERAKSI POLISI SEBAGAI MASYARAKAT MULTIKULTURAL DI PEUNAGA RAYEUK ACEH BARAT	Nova Sanita, Arfriani Maifizar, Riki Yulianda		The socialization process carried out dynamically and in groups in local communities aims to realize a harmonious pattern of interaction with people who live side by side, in order to avoid the perception that arises from within the community towards interpreting symbols in the life of a multicultural society.	So, members of the Police who live in the has a dual role, namely as a law enforcer, community protectors, community partners in crime prevention, and at the same time as part of the local community that adapts to culture of the local community.
10	Penegakan Hukum Terhadap Peredaran Minuman Beralkohol Di Kabupaten Kudus Berdasarkan Perda No. 12 Tahun 2004	Tony Agus Wahyudi, Endeh Suhartini, Danu Suryani	2024	The implementation of criminal law must go through several stages, seen as a rational effort or process that is deliberately aimed at achieving a certain goal, forming a series of acts that do not involve acts based on values that result in	It is stated that Every person or entity is prohibited from producing, hoarding, storing, distributing, and/or trading alcoholic beverages.

				crime and punishment.	
11	ETIKA PROFESI POLISI REPUBLIK INDONESIA SEBAGAI PERANGKAT PENEGAK HUKUM DAN PELAYANAN PUBLIK	Cindy Destiani, Angella Floistan Lumba, Aksel Stefan Wenur, Michael Antonio Halim, Michael Enron Effendi, Raden Ayu Rani Mutiara Dewi	2023	The police in carrying out their duties as law enforcers, not only must submit to the applicable law as an external aspect, they are also equipped with police ethics as an aspect of the police. Organization	Police duties are part of the State's duties and are carried out through the division of duties to facilitate implementation and coordination.
12	Dampak Kehadiran Bhayangkara Pembina Keamanan Dan Ketertiban Masyarakat (Bhabinkamtibmas) Dalam Penanganan Tindak Pidana Ringan (Tipiring) Diwilayah Hukum Polsek Matur Kabupaten Agam	Khairul Amri	2023	Polmas as a new strategy set by the National Police which is one of the An effective way to build police cooperation / partnership with the community and at the same time ensure the protection of human rights. Through this partnership, it will allow the public to understand the main duties and roles of the police.	Based on the explanation in Article 205 paragraph (1) of the Criminal Code, it can withdraw conclusion that the understanding of a minor crime is a criminal case that carries a threat of imprisonment or imprisonment for a maximum of three months and/or a maximum fine of seven thousand five hundred rupiah in the Criminal Code.
13	Kewenangan Diskresi Kepolisian	Ni Ketut Sari Adnyani	2021	Law enforcement anywhere in the world	then a State administrative

	Republik Indonesia dalam Penegakan Hukum Pidana			<p>needs Police to represent</p> <p>state in implementing and maintaining the application of the law in all sectors of people's lives. No country is without a police, even though its duties and functions vary from country to country. The National Police of the Republic of Indonesia in carrying out the role and function of the police in all regions of the Republic of Indonesia develops the "Integrated System of Policing".</p>	<p>apparatus was formed that was given power</p> <p>to rule. The implications for the exercise of state power are limited by the constitution. As</p>
14	TINJAUAN KEWENANGAN ANTARA SATPOL PP DAN POLRI DALAM MENCIPTAKAN KETERTIBAN DAN KEAMANAN	Ni Ketut Hevy Yushantini	2020	<p>Efforts to maintain public peace and order are carried out in the form of policies issued by Regional Heads in the form of Regional Regulations (Perda), Regional Head Regulations (Perkada), Regional Head Decrees and actions taken in urgent circumstances.</p>	<p>Thus, the responsibility for maintaining public order and order given to the Regional Head is inseparable and</p> <p>closely related to the maintenance of security carried out by the Police.</p>

The police are state organizations responsible for law enforcement, protection, and public service. Their development must always be in accordance with the

national development plan. The police must be friendly and wise when interacting with the community. Criminals must always be vigilant. The police are often on the verge of life or physical danger. The stability and welfare of a country is highly dependent on national security. Every country is responsible for protecting its inhabitants from any bhaya and evil that may disturb peace and order.

With increasing regional autonomy, local governments are given more tasks to regulate and manage people's lives at the local level. Regional regulations (perda) are legal tools that help carry out regional autonomy. The Regional Regulation regulates various aspects of people's lives. Such as spatial planning and the environment. The National Police faces many problems in the era of democracy and freedom of society (both in opinion and attitude), not only crime and security problems, but also other problems such as public order disturbances and community conflicts (sometimes even conflicts between indigenous tribes), which then demand a comprehensive solution provided by the National Police. On the other hand, sometimes it is not possible to solve the problem thoroughly or even against the wishes of the disputing party. Perspective legal science studies the purpose of law. The values of justice, goodness, and the bad of the rule of law, concepts and norms of huku. The science of law determines how to enforce the law. Applied law determines how to huku. Hoaxes, hate speech, and slander can cause social kinflik (Utama, 2023). These conflicts are wrapped in social identity labels such as religion, race, ideology, and other characteristics. It is impossible to dedicate or consider it unimportant because it will cause disputes and damage in the community, maintain order and uphold the law, provide protection, protection, and service to the community has a culture that has a mosaic pattern that is common in its environment.

The socialization process that is carried out dynamically and in groups in local communities aims to avoid community outreach to their perception of the existing symbols, the life of a multicultural community. Seen as an effort or logical process

intended to achieve a certain goal, the implementation of criminal law must go through several stages. A series of acts that are not related to the values that cause criminal crimes. In carrying out their function as law enforcers, the police must not only submit to the law as an external element but also must be educated with police ethics as an internal component of the police. The polmas organization, a new approach created by the police, is an effective way to build cooperation and collaboration with the community to ensure the protection of human rights. Doing this cooperation will allow the police community to exist in all countries, although their duties and functions are different. The National Police of the Republic of Indonesia developed an "Integrated Police System", to carry out the duties and functions of the police throughout the territory of the Republic of Indonesia. Regional heads issue regulations and decrees to maintain security and order in the community.

Research Methods

Our research is research using the literature study method. This research seeks to understand the multicultural personality that police members must have. Data collected came from scientific journals related to the multicultural personality of police members, the literacy study method used is to collect literary sources such as scientific journals and books that are relevant to issues, phenomena, and research topics related to multicultural personality that must be possessed by police members. Then analyze the data that has been obtained to ensure that the existing issues are relevant to the topic we are researching.

Results and Discussion

From the results of the study (Ratmono, 2016) the construction of the organizational culture structure is not carried out properly in the National Police actor factory with indications that there is a policy of mutating actors who deviate

from the National Police actor factory, the phenomenon of contradiction in the position of the educator actor, the configuration of knowledge and professionalism of the task is more contained in the curriculum narrative than the normative cultural knowledge cluster of the National Police, there are several words in the formation of educational institutions that have a certain meaning and can affect the awareness of prospective actors in coming up with ideas and behaviors as Police actors. There is the practice of absolute hegemony and Gramsci-style hegemony in the relationship between actors of the National Police who fight in the arena of police practices, and the structure of the battle of interests and motivations in the construction of the National Police culture, namely the battle of ideas and actions that are in accordance with and not in accordance with the values, norms, and normative symbolization of the National Police.

From the results of the research (Hakim & Darajat, 2023), the concept of multicultural personality needs to develop a curriculum based on multicultural education. The curriculum aims to develop the nation's character and national identity. This is important to pay attention to because education is basically to cultivate ethics in accordance with the cultural basis and the values of beliefs that develop in society.

According to (Anggraeni et al., 2023). Based on the major hypothesis test, it shows that there is a very significant negative relationship between multicultural personality and interpersonal relationships with colleagues and work stress of Semarang Police Satlantas members. This is shown by $R_{y.12} = 0.503$ and $F = 15.370$ with a p of 0.000 ($p < 0.01$) thus the hypothesis is accepted. That there are factors that affect work stress, including personality factors that determine whether a person is easily affected by stress. Type A people tend to be more susceptible to heart disease than type B personalities. Work factors that affect work stress, one of which is relationships at work. And stating that bad working relationships with

others i.e. distrust or low trust, low interest in problem solving in the organization will lead to a form of job dissatisfaction. Workgroup and organizational pressure can cause stress if individuals have different beliefs, values and norms, resulting in poor working relationships and no job satisfaction.

According to (Hidayat et al., 2020), In the era of globalization and technological advancement, society is increasingly diverse culturally, ethnicity, religion, and language. Members of the police force, as guardians of public order and security, need to have a multicultural personality to be effective in their duties. Multicultural personality includes understanding, appreciation, and the skill of interacting with various other cultural groups. Multicultural personality refers to a person's ability to recognize, understand, and appreciate cultural diversity and interact effectively with people from different cultural backgrounds.

According to (Education & Dan, 2023), police members should have knowledge of various cultures, traditions, and values that exist in society, this awareness can help them understand the perspectives and behaviors of individuals from different cultures. As a member of the police, having an open attitude towards cultural and religious differences is key. Members of the Perli Police show tolerance and avoid prejudices or stereotypes that can affect their judgment and actions. Police members must be able to put themselves in the shoes of others, understand their feelings and experiences. And must have an empathetic attitude to help in building good relationships and solving in a more humane way.

According to (Education & Dan, 2023), the police use intrinsic and extrinsic factors in the formulation of multicultural multicultural multi-aligned conflict handling techniques. This can be internalized by the police institution itself in an intrinsic manner before spreading extrinsically to the entire community. The importance of overcoming cultural plurality in community culture influences the development of multi-conflict resolution strategies. Therefore, this is not only to solve existing problems, this can also be used to prevent the community. Social ties and power

dynamics within organizations are equally impactful and influenced by everyone's multiculturalism. Every police officer is one of the actors who can use his institution to fight for the future of the people and has the power to maintain public order. According to the explanation (Anggraeni et al., 2023), about the impact of multicultural personality will be able to make police members adapt in terms of relational intimacy, personal growth, and effective communication which are important in a relationship. Quality relationships, marked by effective communication, will enable police members to be able to obtain various effective solutions in overcoming work stress. The diversity of society has an impact on the diversity of ways of thinking and demands for police officers' services, so that multicultural personalities are expected to be able to understand diversity without having to feel stress when performing their duties.

According to (Akbar & Asworo, 2019) about the multicultural personality and effectiveness of various training programs, and conduct surveys and collect feedback regularly from members of the police and communication to evaluate and improve existing multicultural programs. And the public can raise awareness about the importance of multicultural personalities in the police, and how they contribute to safety and harmony in the community. With solutions from the community, police members can build a solid multicultural strength within police members, so that they are able to face challenges in a diverse environment more effectively and efficiently.

Conclusion

The challenge of the police as an authorized institution in protecting, protecting and serving the community in the future, which of course is increasingly complex, must be supported by cooperation with outside parties and the community to create stability in the community considering the limitations of the police themselves, the National Police is considered to be able to cooperate with the

community to maintain order, peace, and norms that apply in the community environment. This is because the community also expects these norms to be complied with. Every action of the state or society must be based on the applicable legal rules. Therefore, the law should be used as a foothold to regulate and solve various problems in running the wheels of society, nation and state, an orderly and safe life is the hope for every community, in carrying out daily activities without any interference from any party. A safe and orderly community environment is one of the indicators of welfare in society and can create a good life. Human beings as social beings have needs that must be met in their lives such as the need for clothing, food, security, recognition by others, and self-actualization.

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